



# Diversity, Equity, Inclusion, and Accessibility (DEIA) Update

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Chief Scientific Diversity Officer

05|23|2023



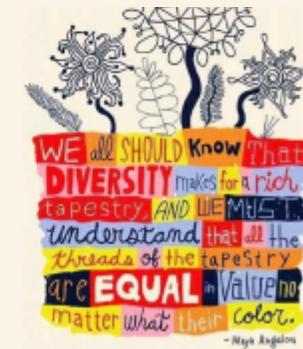
National Institute  
of Nursing Research

# Strategies to Strengthen Inclusion in NINR- Supported Studies Working Group



[https://www.ninr.nih.gov/sites/files/docs/NACNR\\_WGI\\_WGD\\_Combined\\_Sept\\_2022\\_9-12-22\\_508c.pdf](https://www.ninr.nih.gov/sites/files/docs/NACNR_WGI_WGD_Combined_Sept_2022_9-12-22_508c.pdf)

# Strategies to Enhance Diversity in the NINR-Supported Nursing Science Workforce



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# Inclusion Working Group Members

## Co-Chair: Dr. Cindy Munro

- Dr. Liz Aquino
- Dr. Bob Atkins
- Ms. Mary Douglas Brown
- Dr. David H. Chae
- Dr. Elizabeth Cohn
- Mr. Adolph P. Falcón
- Rev. Patricia Fears
- Dr. Mary Magee Gullatte

## Co-Chair (NINR): Dr. Dionne Godette-Greer

- Mr. Michael Hahn
- Dr. Rosalba Hernandez
- Dr. Grayson N. Holmbeck
- Dr. Johnnye Lewis
- Dr. Wenjun Li
- Dr. Lorna H. McNeill
- Dr. Jesus Ramirez-Valles
- Dr. Catherine Timura (NINR Liaison)

# Diversity Working Group Members

## Co-Chair: Dr. Christopher S. Lee

- Dr. Brian C. Castrucci
- Prof. Daniel E. Dawes
- Dr. Cheryl Giscombé
- Dr. Laura N. Gitlin
- Dr. Emily A. Haozous
- Dr. Mallory O. Johnson
- Dr. Randy A. Jones

## Co-Chair (NINR): Dr. Shalanda A. Bynum

- Dr. Phoenix A. Matthews
- Dr. Elias Provencio-Vasquez
- Dr. Therese S. Richmond
- Dr. Roland J. Thorpe, Jr.
- Dr. Jing Wang
- Dr. Linda Washington-Brown
- Dr. Lisa Lucio Gough (NINR Liaison)

# Inclusion

3 Recommendations

8 Strategies

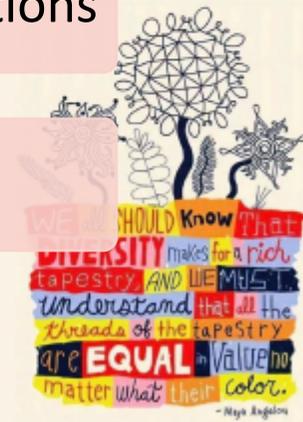


# Diversity

9 Themes

16 Recommendations

60 Strategies



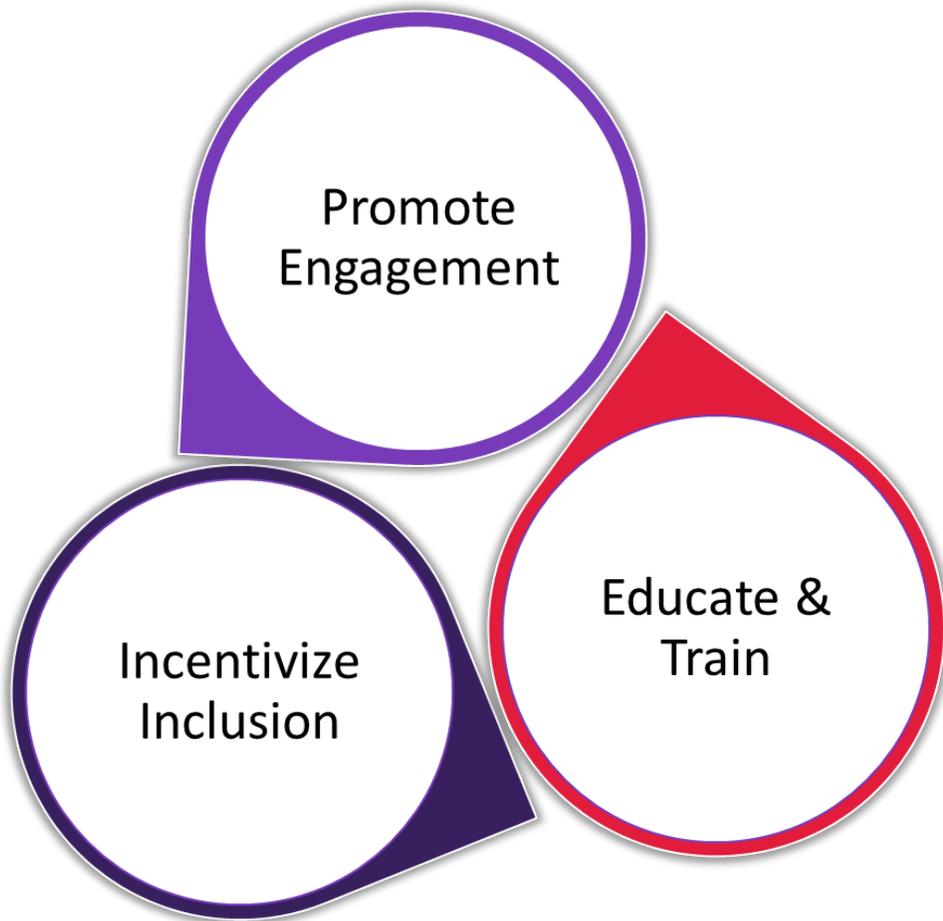


# Inclusion

National Institute of Nursing Research  
Strategies to Strengthen Inclusion in NINR-  
Supported Studies Working Group  
Final Report of Recommendations  
September 2022



# Strategies to Strengthen Inclusion in NINR-Supported Studies



- A. Promote Engagement with Populations Underrepresented in Biomedical Research
- B. Incentivize Inclusion through Responsiveness to Funding Initiatives and Scientific Review
- C. Close Research Gaps on the Most Pressing Health Problems Experienced by Populations Underrepresented in NINR-Funded Studies through Training and Education on Translation, Dissemination, and Implementation

# A. Promote Engagement with Populations Underrepresented in Biomedical Research



Promote  
Engagement

Community engagement is encouraged in five recent NINR-led funding opportunities

Community engagement is required or prioritized in over a dozen NINR-participating funding opportunities

EXAMPLE: Clinical-Community Linkages to Address Social Needs and Social Conditions to Advance Health Equity among Populations Experiencing Health Disparities: The Bridge-to-Care Initiative (RFA-NR-23-004)

# A. Promote Engagement with Populations Underrepresented in Biomedical Research



# B. Incentivize Inclusion through Responsiveness to Funding Initiatives and Scientific Review



4 recent NINR-led funding opportunities require inclusion of health disparities (HD) populations

EXAMPLE: Evaluating the Impact of COVID-19 Pandemic-related Food and Housing Policies and Programs on Health Outcomes in Health Disparity Populations (RFA-NR-22-001)

# C. Close Research Gaps...through Training and Education on Translation, Dissemination, and Implementation



## NIH Clinical Trials Stewardship Task Force

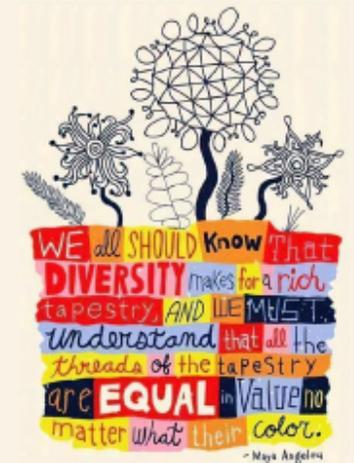
*“NIH will consider whether new or enhanced policies are needed to increase diversity, equity, inclusion, and accessibility in the recruitment and retention of clinical research participants. These might include strengthening review of inclusion plans, updating language used in inclusion policies, new data collection and data improvement efforts, and centralizing approaches for recruitment.”*

# Diversity

National Institute of Nursing Research  
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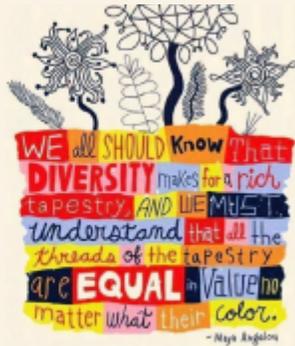
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# 9 Themes

## Strategies to Enhance Diversity in the NINR-Supported Nursing Science Workforce



1. Increase Awareness of NINR Research Lenses
2. Increase Awareness of Nursing Science
3. Expand the Underrepresented Nursing Science Applicant Pool
4. Enhance the Structure of Research Grants
5. Leverage Diversity Initiatives
6. Ensure Sufficient Diversity in Training Programs
7. Enhance Mentorship for Underrepresented Scientists
8. Mitigate Bias in the Grant Peer Review Process
9. Optimize Experiences with NINR Program Directors

# Theme 1: Increase Awareness of NINR Research Lenses



**Health Equity**



**Social Determinants  
of Health**



**Population and  
Community Health**



**Prevention and Health  
Promotion**



**Systems and Models  
of Care**

# Theme 1: Increase Awareness of NINR Research Lenses



**2 Funding Opportunities**



**50+ Presentations**



**~30 Meetings**



**4 Director's Lectures**



**Factsheet  
12,000+  
downloads**



**4 Social Media Videos**

# Theme 2: Increase Awareness of Nursing Science

## Individual Fellowships for PhD Students

Ruth L. Kirschstein  
National Research  
Service Award (NRSA)  
Individual Predoctoral  
Fellowship to Promote  
Diversity in Health-  
Related Research

PA-21-052

## Research Diversity Supplements

Research Supplements  
to Promote Diversity in  
Health-Related  
Research

PA-20-272

## Small Business Diversity Supplements

Administrative  
Supplements to  
Promote Diversity in  
Research and  
Development Small  
Businesses-SBIR/STTR

PA-21-345

# Theme 3: Expand the Underrepresented Nursing Science Applicant Pool

SEPA

NIH Science Education Partnership Award (SEPA)

**SEPA** SCIENCE EDUCATION PARTNERSHIP AWARD  
SUPPORTED BY THE NATIONAL INSTITUTES OF HEALTH

MOSAIC

Maximizing Opportunities for Scientific and Academic Independent Careers (MOSAIC) Postdoctoral Career Transition Award to Promote Diversity



Dr. Mitali Ray

[1K99NR020215-01A1](#)

FIRST

Faculty Institutional Recruitment for Sustainable Transformation (FIRST)

  
**FIRST**  
Faculty Institutional Recruitment  
for Sustainable Transformation

# Theme 4: Enhance the Structure of Research Grants

## STRONG

STrengthening  
Research Opportunities  
for NIH Grants  
(STRONG)

PAR-23-144

## REAP

Research Enhancement  
Award Program (REAP)  
for Health Professional  
Schools and Graduate  
Schools

PAR-22-060

## New and "At-Risk" Investigators

Research Opportunities  
for New and "At-Risk"  
Investigators to Promote  
Workforce Diversity

PAR-22-181

# Theme 5: Leverage Diversity Initiatives



[nihdeiaprize.org](http://nihdeiaprize.org)

Apply Now



**NIH Institutional Excellence in DEIA in Biomedical and Behavioral Research Prize Competition**



# Theme 6: Ensure Sufficient Diversity in Training Programs

- Ruth L. Kirschstein National Research Service Award (NRSA) Institutional Research Training Grant (Parent T32)



# Theme 7: Enhance Mentorship for Underrepresented Scientists

## DEIA Mentorship Supplements

Administrative Supplements to Recognize Excellence in Diversity, Equity, Inclusion, and Accessibility (DEIA) Mentorship

## ReWARD

Research With Activities Related to Diversity (ReWARD) (R01 Clinical Trial Optional)

# Theme 8: Mitigate Bias in the Grant Peer Review Process



**Transformative  
Research to  
Address Health  
Disparities  
and Advance  
Health Equity**

- Transformative Research to Address Health Disparities and Advance Health Equity (RFA-RM-21-021)
- Transformative Research to Address Health Disparities and Advance Health Equity at Minority Serving Institutions (RFA-RM-21-022)
  - Reissued: RFA-RM-22-001

# Theme 9: Optimize Experiences with NINR Program Directors

## Next Steps

Develop resources for applicants and NINR Program Directors





**Thank you!**